



Leni Wildflower, PhD., M.P.H., PCC

Wildflower Consulting

e-mail: lwildflower@fielding.edu

+44 (0) 207 735 3129

The Immunity to Change Protocol

'The problem is the inability to close the gap between what we genuinely, even passionately, want and what we are actually able to do. Closing this gap is the central learning problem of the twenty-first century' (Kegan & Lahey, 2009)

Harvard Educational Psychologists Dr. Robert Kegan and Dr. Lisa Lahey have developed a process for understanding why it is difficult to make changes in one's life. They call this process 'Immunity to change'. It involves naming our desired change and identifying, without blame or judgment, the obstacles we place in our path. The process reveals the assumptions we make and what is involved in overcoming these assumptions. Backed by verifiable research, this breakthrough program has the ability to create changes in our personal and professional lives that were previously unimaginable. The program is most effectively delivered to a group over a two hour period.



Leni Wildflower is an executive coach, consultant, author and educator. Her passion in her work inspires both individuals and organizations to reach new levels of clarity and effectiveness. Leni is highly creative, and combines her professional drive with a sense of humor and compassion. She designed and launched Fielding Graduate University's Evidence Based Coaching certificate program and directed it from 2004-2009. This ground-breaking program offers graduate credit, both at the masters and PhD level, and certification from the International Coach Federation.

A graduate of University of California Berkeley, Leni Wildflower has a Masters degree from University of Hawaii in Health Management, and a Doctorate from Fielding Graduate University in Human and Organizational Development. She has written extensively on coaching and consulting. Her latest book, *Handbook of knowledge-based coaching: From theory to practice* (John Wiley and Sons) was published June 2011.

Dr. Wildflower's coaching and consulting clients include Prudential Life Insurance Company BP, HBO Films, Center For Creative Leadership, First Data Corporation, Walt Disney Productions, CNN, US Investigations Services, California Association of Independent Schools, Prince of Wales Trust, Laura Ashley Foundation, Goldcrest Pictures (UK), and Santa Barbara County management. She is certified to deliver the *Immunity to Change* program.